



Class Title	Fire Rescue Technician I/II/III/IV
Position Number	0430
FLSA Status	Non-Exempt
EEO Classification	Protective Service Workers
Department	Fire and Emergency Medical Services
Supervised By	Fire Rescue Captain

Nature of Work

Performs responsible work providing emergency response; basic and advanced life support (ALS); fire prevention, rescue, and suppression; and, a variety of other assigned duties associated with emergency medical services, fire, and rescue.

There are 4 levels of Fire Rescue Technician and two tracks (Fire and Emergency Medical Services (EMS)) distinguished by the level of work performed and the qualifications of the employee.

Essential Job Functions (other essential job functions may be designated by department)

Fire Rescue Technician I

- Performs full range of fire suppression duties and hazardous operations response; assists in performing high angle, trench, confined space, and water rescues and rescues from hazardous sites such as auto accidents, and collapsed buildings.
- Assesses condition of ill or injured patients and provides necessary basic or advanced life support as certified and acts as Attendant-In-Charge (AIC) as required; transports patients to medical facilities.
- Drives and operates specialized firefighting, emergency medical services, and rescue apparatus and equipment; performs daily inspections and minor repairs; cleans equipment as needed.
- Assists in performing ALS skills as needed based on level of certification achieved.
- Performs thirteen (13) Essential Job Tasks and Descriptions of fire department members and candidates referred to in the National Fire Protection Association Code 1582; Chapter 5; Section 5.1.1; 2013 edition.
- Assists with training sessions for other firefighters and the public; speaks to students and other groups regarding fire rescue operations; participates in public relations and educational events and activities.
- Performs administrative support functions such as preparing and completing reports; uses word processing, spreadsheet and other related software.
- Performs housekeeping and maintenance duties at assigned station.
- Performs other duties as assigned.

Fire Rescue Technician II/III/IV

- Performs all essential job functions of Fire Rescue Technician I.
- Acts as company officer when required and in the absence of an approved acting officer per James City County Fire Department (JCCFD) Standard Operating Guidelines (SOG) 316, Acting Captain Program.
- Conducts training sessions for other firefighters and the public; speaks to students and other groups regarding fire rescue operations to their level of training and at supervisor's discretion.

Fire Rescue Technician III (Fire Track):

- Assumes any position as outlined under Incident Command System.
- Studies and recommends new techniques and equipment for training and operations.

Fire Rescue Technician III (EMS Track)

- May be required to conduct or assist with EMS training as necessary.
- Supervises and directs patient care at the scene of EMS incidents as ALS AIC.
- Attends training programs in emergency medical services and techniques both at the assigned fire station and other locations.
- Reviews and studies current literature; maintains appropriate certification to include required Auxiliary Program Continuing Education Certifications for ALS providers

Fire Rescue Technician IV (Fire Track):

- Performs maintenance on specialized apparatus and equipment, for both firefighting and basic and advanced life support.

Fire Rescue Technician IV (EMS Track)

- Provides highest prehospital level of necessary medical care in all medical calls, at environmental incidents, and during psychological/psychiatric emergencies; supervises and directs patient care at the scene of EMS incidents; maintains appropriate certification to include required Auxiliary Program Continuing Education Certifications for ALS providers.

Job Preparation Needed

- Any combination of education and experience equivalent to a high school diploma; Emergency Medical Technician-Intermediate or Paramedic, fire academy graduate, college degree, or military experience preferred
- Must be a U.S. Citizen or Permanent Resident eligible for employment in the United States; possess a valid Virginia driver's license and have an acceptable driving record based on James City County's criteria; and, successfully complete annual Work Performance Evaluation per JCCFD SOG 419, Wellness and Fitness Program.
- This position is subject to Infection Control training and procedures.



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- Knowledge of principles and processes for providing customer service including setting and meeting quality standards for services, and evaluation of customer satisfaction.
- Skill in use of computer software, especially Microsoft Office Suite.
- Ability to read and understand policies, rules, instructions, and written material pertaining to fire and rescue operations; exercise judgment during hazardous circumstances; act quickly and effectively during emergencies; deal tactfully and effectively with the public, coworkers, and supervisors; and, perform strenuous physical work for sustained periods of time.

Position Level	Requirements
Fire Rescue Technician I	<p>Untrained –</p> <ul style="list-style-type: none"> • No experience necessary. • Some knowledge of state and local traffic regulations. <p>Trained –</p> <ul style="list-style-type: none"> • Successfully complete and maintain all established training objectives from agency acceptable to JCCFD including: Graduate from Tidewater Regional Fire Academy (TRFA); obtain certifications in Firefighter II, Hazardous Materials B Operations, Emergency Vehicle Operations Courses I, II and III; become certified as a Virginia State Emergency Medical Technician; become certified in Cardiopulmonary Resuscitation (CPR) ; and, successfully complete Incident Command System 100, 200, 700, and 800, AWR 160. • If incumbent holds current ALS certification, must successfully complete Advanced Cardiovascular Life Support (ACLS), Pediatric Advanced Life Support (PALS), Prehospital Trauma Life Support (PHTLS), Basic Trauma Life Support (BTLS) or any combination of required Auxiliary Program Continuing Education Certifications for ALS providers classes; and, successfully complete the JCCFD ALS Intern Program within 12 months of either initial employment or after successful completions of TRFA • All other incumbents must successfully complete the Virginia Emergency Medical Technician-Intermediate course including ACLS, PALS, PHTLS, BTLS; and, successfully complete the JCCFD ALS Intern Program within 30 months of initial employment or time frame determined acceptable by the JCCFD based on class availability.
Fire Rescue Technician II	<ul style="list-style-type: none"> • Two (2) years of service with JCCFD or equivalent experience as approved by the Fire Chief; • Obtain certification as Virginia Department of Fire Programs Instructor I and Officer I; and, • Knowledge of basic principles and techniques of fire suppression, rescue, life support, and fire prevention; the operation and preventative maintenance techniques of appropriate apparatus; County geography; firefighting and basic/advanced life support emergency care evolutions, techniques, and methods and ability to apply such information appropriately.
Fire Rescue Technician III	<p>Knowledge of basic principles and techniques of fire suppression, rescue, life support, and fire prevention; the operation and preventative maintenance techniques of appropriate apparatus; County geography; firefighting and basic/advanced life support emergency care evolutions, techniques, and methods and ability to apply such information appropriately; and,</p> <p>Fire Track:</p> <ul style="list-style-type: none"> • Three (3) years of service with JCCFD or equivalent experience as approved by the Fire Chief; • Must obtain and maintain all required certifications for Fire Rescue Technician II; • and, • Must obtain and maintain specialty certifications or training; and participate as an active member of a JCCFD team listed in the JCCFD SOG 417, Career Ladder. <p style="text-align: center;">-OR-</p> <p>EMS Track:</p> <ul style="list-style-type: none"> • Obtain and maintain Emergency Medical Technician-Intermediate or Paramedic certification and all required Auxiliary Program Continuing Education Certifications for ALS providers; and, successfully complete the JCCFD ALS Intern Program.



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Fire Rescue Technician IV	<p>Fire Track:</p> <ul style="list-style-type: none"> • Five (5) years of service with JCCFD with two (2) years as a Fire Rescue Technician III. • Associates degree in fire science, public administration, EMS or other job-related major; or be an active appointed Assistant Fire Marshal; and, • Considerable knowledge of basic principles and techniques of fire suppression, rescue, life support, and fire prevention; the operation and preventative maintenance techniques of appropriate apparatus; County geography; firefighting and basic/advanced life support emergency care evolutions, techniques, and methods and ability to apply such information appropriately; <p style="text-align: center;">-OR-</p> <p>EMS Track:</p> <ul style="list-style-type: none"> • Two (2) years of service as a Fire Rescue Technician III or as a released ALS Attendant-in-Charge. • Must possess Virginia State Paramedic Certification. • Must obtain certification as an EMS Instructor within 12 months of career ladder advancement to Fire Rescue Technician IV. • Must obtain and maintain all required certifications for Fire Rescue Technician III. • Extensive knowledge of basic principles and techniques of fire suppression, rescue, life support, and fire prevention; the operation and preventative maintenance techniques of appropriate apparatus; County geography; firefighting and basic/advanced life support emergency care evolutions, techniques, and methods and ability to apply such information appropriately
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Required for all career ladder levels II or higher: satisfactory completion of initial or promotional introductory period; obtain a “meets” or higher on last performance evaluation; not received a written reprimand or higher-level disciplinary action within the past 12 months; funding of career ladders in budget must have been approved by Board of Supervisors; and certification from Fire Chief or designee that all requirements for career ladder have been met.

Performance

All employees are expected to work effectively and ethically with citizens and with each other to meet the needs of the community and the organization. Employees are expected to demonstrate work behaviors that model the County’s values and further the County’s mission.

Post Offer Requirements

- Background investigation including polygraph
- Credential check
- Credit check
- Driving record check
- Drug test
- Hearing test
- Physical exam
- Psychological assessment
- State and or national criminal/sex offender record check
- OIG Exclusion List check

Introductory Period 12 months

Post Hire Requirements

- Periodic driving record checks
- Periodic physical exams and immunizations
- Obtain and maintain required certifications

Job Locations and Conditions

- Duties are performed indoors and outdoors in a variety of settings and in all weather conditions; work involves risk and hazardous exposure; normally works at an assigned fire station on a rotating shift; can be reassigned to any shift.
- Performs work safely in accordance with department safety procedures and County Safety Program; operates equipment safely and reports any unsafe work condition or practice to supervisor.
- May be required to report to work to serve customers during emergency conditions; may be assigned to report at a different time and location and to perform different duties as necessary.



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General Aptitudes and Physical Abilities

James City County is an Equal Opportunity Employer. The Americans with Disabilities Act requires that we identify the general aptitudes and physical requirements needed to perform the job listed above. Incumbents must be able to perform all essential job functions unaided or with reasonable accommodation. Prospective and current employees are invited to discuss accommodations.

Frequency Scale:

C= Continuously (2/3 or more of the time)	F= Frequently (from 1/3 to 2/3 of the time)	O= Occasionally (up to 1/3 of the time)	R= Rarely (less than 1 hour per week)	N= Not an essential job function
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General Aptitudes/ Physical Abilities	Frequency	Description
Mental Ability	C	Must have general learning ability and the ability to understand instructions and underlying principles; understand and follow oral and written instruction, and/or to guide/give instructions; and, ability to make decisions in accordance with established procedures and policies
Communication Ability	C	Must have ability to understand meanings of words and ideas associated with them and to use them effectively; comprehend language to understand the relationship between words; understand meanings of whole sentences and paragraphs; present information or ideas clearly; and, communicate with public, vendors, supervisors, and/or other employees, and County officials. <ul style="list-style-type: none"> Verbal Communication: hear/listen; communicate orally with public, vendors, supervisors, other employees, and County officials Written Communication: read/understand text; exchange information in written form
Mathematical ability	O	Must have ability to perform accurate calculations mentally and/or aided by a calculator or other device
Spatial ability	F	Must have ability to comprehend forms in space and understand relationships of plane and solid objects; may be used in such tasks as blue print reading and in solving geometry problems; frequently described as the ability to mentally visualize objects of two or three dimensions or to think visually of geometric forms
Operate office equipment	F	Office equipment such as computer keyboard and mouse, copy/fax machines, telephones, calculator, etc.
Operate other equipment/tools	F	Necessary equipment and/or tools
Transport/Reposition Objects	F	Must be able to transport and reposition 50+ pounds of materials/equipment from ground to waist, at waist level, waist level to shoulder, and above shoulder
Ascend/Descend	F	Must be able to work in and move to different height levels including step stool, 8-10' step ladder, extension ladder, 3 or more flights of stairs, and 4 or more steps
Sit	O	Must have the ability to sit
Stand	F	Must have the ability to stand
Walk	O	Move self from one location to another on both flat and rough terrain
Run	O	Move self from one location to another on both flat and rough terrain
Position self to lower level	O	Must have ability to bend forward or down from the middle of the waist or the middle of the back, to bend downwards, to lower oneself
Reaching, handling, fingering, and/or feeling	O	Must have ability to stretch out, extend, or put forth a bodily part; to touch or grasp something, by extending or stretching; to touch, lift, hold or operate with hands
Seeing	C	Must be able to see, to perceive, or comprehend by the sense of sight; be able to focus with distinctness or clarity; use peripheral vision; and, determine color and depth perception. Must be able to see at night and/or in dark spaces
Hearing	C	Must be able to hear and listen to voices and sounds
Driving	F	Must be able to transfer or convey in a standard and automatic vehicle including car, van, small truck, medium truck, and large specialized fire and emergency medical services vehicles